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Message Text

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ACTION EA-09

INFO OCT-01 ISO-00 PM-04 NSC-05 SP-02 SS-15 CIAE-00 INR-07

NSAE-00 L-03 OMB-01 TRSE-00 NSCE-00 LAB-04 SIL-01

/052 W
---------- 113333
R 130640Z AUG 76
FM AMEMBASSY MANILA
TO SECSTATE WASHDC 8860
INFO SECDEF WASHDC
JCS WASHDC
CINCPAC
CINCPACAF
CINCPACFLT
CINCPACREPPHIL SUBIC
CG 13TH AF CLARK

C O N F I D E N T I A L SECTION 1 OF 3 MANILA 12161

FROM USDEL 204

E.O. 11652: GDS
TAGS: MARR, RP
SUBJECT: PHILIPPINE BASE NEGOTIATIONS: LABOR

1. SUMMARY: PROVIDES QUOTED LATEST LABOR ARTICLE PROVISIONS ON WHICH US AND RP LABOR WORKING GROUP HAS AGREED AD REFERENDUM. PARENTHESES REFLECT RESPECTIVE US AND RP DIFFERING POSITIONS ON EACH PROVISION. TEXT REFLECTS SEVERAL NEW PHIL PROPOSALS, RESULTING IN GREATER DIFFERENCE BETWEEN US AND RP POSITIONS THAN THOSE RECAPPED IN MANILA 11222/200128Z JUL 76 (USDEL 165). END SUMMARY.

2. AS REPORTED IN RECENT DAILY SUMMARIES (USDEL 189 AND 200) RP LABOR GROUP BECAME MORE INTRANSIGENT IN PAST SEVEN DAYS AND TABLED REVISED PHIL POSITIONS ON SEVERAL SUBJECTS ON 9 AUGUST. THESE RESULT IN GREATER DIFFERENCES BETWEEN US AND RP POSITIONS THAN THOSE RECAPPED IN USDEL 165. OUR
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SUBSEQUENT MEETINGS THIS WEEK WITH LABOR UNDERSECRETARY

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INCIONG IN LABOR WORKING GROUP AND IN US-RP PANEL CHAIR-
MEN'S SESSION FAILED TO BRING RP POSITIONS BACK TO THEIR
LAST WEEK'S AD REFERENDUM STANCE. FULL REASON FOR RP
CHANGE NOT KNOWN; IN PART, INCIONG REFERENCED IN WORKING
GROUP HIS PANEL PRINCIPALS' INSTRUCTIONS FOR TIGHTENING
CERTAIN PROVISIONS, NAMELY PREFERENTIAL EMPLOYMENT AND
RIF. ADDITIONALLY, HE HAS BECOME MORE FREQUENTLY VOCAL
ON POSITION THAT PHIL LABOR LAWS AND REGUALATIONS APPLY
AND THESE NEGOTIATIONS CONSTITUTE EXCEPTIONS THERETO.

3. THIS CURRENT STANDSTILL IS LOGICAL RESULT OF BASIC
CONCEPT DIFFERENCE BETWEEN US AND RP PANELS ON WHETHER
WE ARE NEGOTIATING MODIFICATIONS TO THE US-RP BASE LABOR
AGREEMENT(BLA) OF 1968 OR EXCEPTIONS TO PHIL LAW. THIS
IS ONLY ONE OF SOME 25 IMPORTANT ISSUES IN OVERALL NEGO-
TIATIONS SEEMING TO REQUIRE POLTICAL DECISION FOR
RESOLUTION. I DO NOT RPT NOT CONSIDER THIS LABOR ISSUE
AT THIS TIME AS CRITICAL ENOUGH TO PROLONG TALKS ON OVERALL
FACILITIES AGREEMENT OR TO WARRANT REMAINING LABOR ISSUE
TO SEPARATE RENEGOTIATION OF BLA (REFERENCE GUIDELINE
STATE 180869/212313Z JUL 76.) THERE ARE ADVANTAGES TO
LETTING CURRENT POSITIONS ON LABOR JELL FOR TIME BEING
WHILE WE ASSESS ALL MAJOR ISSUES REQUIRING RESOLUTION.
IF EVER NECESSARY TO REMOVE LABOR FROM THESE FACILITIES
AGREEMENT NEGOTIATIONS FOR SEPARATE NEGOTIATIONS BELIEVE
WE CAN ANTICIPATE MUCH LESS FAVORABLE OUTCOME IN THOSE
NEGOTIATIONS AS RESULT OF SIGNIFICANT PUBLICITY, HENCE MORE
PUBLIC AND UNION REACTION WITH ATTENDANT PRESSURES, AND
POSSIBLY WORK STOPPAGES AT THE BASES.

4. FOLLOWING QUOTED TEXT OF LABOR ARTICLE PROVIDED FOR
INFORMATION, REFLECTS LATEST US AND RP RESPECTIVE POSITIONS
AD REFERENDUM (DIFFERENCES IN PARENTHESES). SOME NEW
PROVISIONS AND SUBJECTS INITIATED BY RP SIDE. US POSITION
ON THESE REFERS TO BLA.

QUOTE:

1. (US: WITH A VIEW TOWARDS CONTINUING FAVORABLE
EMPLOYER-EMPLOYEE RELATIONS IN THE U.S. FACILITIES; TO
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PROVIDE FOR THE APPLICATION OF RELEVANT LABOR STANDARDS
ESTABLISHED BY PHILIPPINE LAWS, RULES AND REGULATIONS;
AND TO ENSURE THE ORDERLY ADMINISTRATION AND EFFECTIVE
OPERATION OF THE BASE FACILITIES, THE PROVISIONS OF THE
BASE LABOR AGREEMENT OF 1968 AND THE AGREED MINUTES
THERETO, AS MODIFIED BY THE FOLLOWING PROVISIONS OF THIS
ARTICLE, SHALL GOVERN AND REGULATE THE EMPLOYMENT OF
PHILIPPINE CITIZENS WHO ARE DIRECT HIRE EMPLOYEES OF THE

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U.S. ARMED FORCES IN THE PHILIPPINES.)
(RP: PHILIPPINE LABOR AND SOCIAL LAWS, RULES AND REGULA-
TIONS, AS MODIFIED BY THE PROVISIONS OF THIS ARTICLE, SHALL
GOVERN EMPLOYER-EMPLOYEE RELATIONS IN THE FACILITIES.)

2. RECRUITMENT. - RECRUITMENT OF FILIPINO EMPLOYEES
WHO ARE NOT FORMER EMPLOYEES, CHILDREN OF DECEASED OR
RETIRED EMPLOYEES OR IN OTHER SIMILAR SPECIAL CATEGORIES
WILL BE ACCOMPLISHED FROM LISTS OF QUALIFIED APPLICANTS
SUBMITTED BY THE PUBLIC EMPLOYMENT OFFICES (PEO) OF THE
PHILIPPINE DEPARTMENT OF LABOR IN RESPONSE TO RECURITMENT
REQUESTS FROM THE FACILITIES. SELECTION WILL BE MADE BY
FACILITIES COMMANDERS OR REPRESENTATIVE. VACANT POSITIONS
WILL BE FILLED FIRST FROM WITHIN THE RANKS OF PRESENT OR
FORMER FACILITY DIRECT HIRE EMPLOYEES WHO WERE NOT

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INFO OCT-01 ISO-00 PM-04 NSC-05 SP-02 SS-15 CIAE-00 INR-07

NSAE-00 L-03 OMB-01 TRSE-00 NSCE-00 LAB-04 SIL-01

/052 W
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C O N F I D E N T I A L SECTION 2 OF 3 MANILA 12161

FROM USDEL 204

SEPARATED FOR CUASE OR SPECIAL CATEGORY CANDIDATES BEFORE
ASSISTANCE IS SOUGHT FROM PEO. FACILITIES PERSONNEL

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OFFICES MAY DIRECT PERSONS TO THE PEO AND REQUEST THAT THEIR NAMES BE INCLUDED ON LISTS TO BE FURNISHED. ADDITIONAL LISTS MAY BE REQUESTED FOR THE SAME JOB VACANCY IN THE EVENT SUFFICIENT QUALIFIED PERSONS ARE NOT CONSIDERED TO BE LISTED SO THAT A CHOICE IS AVAILABLE FROM SEVERAL BASICALLY QUALIFIED PERSONS. IN THE EVENT THE PEO DOES NOT FURNISH SUFFICIENT QUALIFIED APPLICANTS WITHIN A PERIOD OF TWO WEEKS FROM THE DATE OF RECRUITMENT, REQUEST DELIVERY, UNITED STATES FACILITIES MAY RECURIT DIRECTLY. THE FACILITIES SHALL SUBMIT TO THE NEAREST PEO A QUARTERLY REPORT OF EMPLOYEES HIRED DIRECTLY

3. REDUCTION-IN-FORCE. - (RP: THE FACILITIES SHALL PROVIDE SECURITY OF EMPLOYMENT.) NO SEPARATION OF FILIPINO EMPLOYEES BY REDUCTION-IN-FORCE SHALL BE EFFECTED UNLESS CONFIDENTIAL

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THE EMPLOYEE CONCERNED, AND THE PHILIPPINE BASE COMMANDER, HAVE BEEN NOTIFIED AT LEAST 30 CALENDAR DAYS PRIOR TO THE DATE OF THE EMPLOYEE'S PROJECTED SEPARATION. THE PHILIPPINE BASE COMMANDER AND THE UNITED STATES FACILITIES COMMANDER SHALL AT EITHER'S REQUEST, MADE WITHIN 10 CALENDAR DAYS OF SUCH NOTIFICATION OF SEPARATION, REVIEW THE MATTER (US: WITH A VIEW TO MITIGATING THE ADVERSE EFFECTS THEREOF). (RP: NO REDUCTION-IN-FORCE SHALL BE EFFECTED FOR THE PURPOSE OF CONTRACTING OUT THE JOBS OF ANY DIRECT HIRE FILIPINO EMPLOYEES. PERSONNEL SEPARATED BY REDUCTION-IN-FORCE SHALL RECEIVE SEVERANCE PAY AT LEAST DOUBLE THE SEVERANCE PAY NORMALLY GIVEN TO SEPARATED EMPLOYEES.)

4. PREFERENTIAL EMPLOYMENT. - (US: THE PROVISIONS OF ARTICLE I, PARA 1, BLA, AND AGREED MINUTES THERETO, APPLY IN THE MATTER OF PERFERENTIAL EMPLOYMENT. WHEN A NEW US CITIZEN POSITION IS ESTABLISHED, THE PHILIPPINE BASE COMMANDER WILL BE GIVEN WRITTEN NOTICE AT LEAST 10 CALENDAR DAYS PRIOR TO THE POSITION BEING FILLED. IN THE EVENT THAT NO OBJECTION IS MADE WITHIN THAT 10 DAY PERIOD, THE POSITION MAY BE FILLED. IF DURING THAT PERIOD, THE PHILIPPINE BASE COMMANDER OBJECTS TO THE FILLING OF A NEW POSITION WITH A U.S. CITIZEN, CONSULTATIONS SHALL BE HELD BETWEEN THAT COMMANDER AND THE U.S. FACILITIES COMMANDER. IF THE QUESTION CANNOT BE RESOLVED, IT SHALL BE ELEVATED TO THE JOINT COMMITTEE FOR FINAL DETERMINATION. WHILE THE MATTER IS BEING ADJUDICATED THE POSITION MAY BE FILLED TEMPORARILY BY A U.S. CITIZEN CIVILIAN EMPLOYEE.) (RP: ALL CIVILIAN POSITIONS IN THE FACILITIES SHALL BE FILLED BY PHILIPPINE CITIZENS. MOREOVER, AT THE REQUEST OF EITHER SIDE AND WITH THE VIEW TO FILIPINIZING THEM, POSITIONS CURRENTLY FILLED BY U.S. CITIZENS SHALL BE REVIEWED BY THE TWO PARTIES. HOWEVER, POSITIONS WHICH ARE DEEMED BY THE PARTIES TO BE

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SECURITY AND POLICY POSITIONS MAY CONTINUE TO BE FILLED
BY U.S. CITIZENS, PROVIDED, HOWEVER, THAT ANY U.S. CITIZEN
APPOINTED TO ANY POSITION NEEDED FOR SECURITY REASONS SHALL
BE COVERED BY APPROPRIATE SECURITY CLEARANCES ISSUED BY THE
U.S. FACILITIES COMMANDER BUT WHICH ARE SUBJECT TO JOINT
EXAMINATION AND VERIFICATION BY BOTH PARTIES. IN ANY EVENT,
ONLY U.S. CITIZENS WITH APPROPRIATE WORK PERMITS ISSUED BY
THE PHILIPPINE DEPARTMENT OF LABOR MAY BE EMPLOYED IN THE
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FACILITIES.)

5. SEVERANCE PAY. - (US: ARTICLE I, PARAGRAPH 7, BLA
AND AGREED MINUTES THERETO GOVERN THE MATTER OF SEVERANCE
PAY.) (RP: EXCEPT WHEN SEPARATION IS FOR CAUSE, SEVERANCE
PAY BENEFITS SHALL BE GRANTED TO EMPLOYEES WHOSE EMPLOYMENT
IS TERMINATED INVOLUNTARILY, INCLUDING TERMINATION BY REDUC-
TION IN FORCE CAUSED BY CLOSURE, DISESTABLISHMENT, OR DEACTI-
VATION OF A FUNCTION, ACTIVITY, COMMAND, OR FACILITY. FOR
PURPOSES OF COMPUTING SEVERANCE PAY, THE BASIS SHALL BE THE
EMPLOYEE'S TOTAL OR AGGREGATE SERVICE WITH THE UNITED
STATES GOVERNMENT, AT THE RATE OF NOT LESS THAN ONE MONTH
PAY FOR EVERY YEAR OF SERVICE, LESS PERIODS OF SERVICE FOR
WHICH THE EMPLOYEE HAD ALREADY BEEN PAID SEVERANCE PAY.
NOTICE PERIODS SHALL NOT BE DEDUCTED FROM SEVERANCE PAY.)

6. PAYROLL DEDUCTIONS. - THE UNITED STATES FACILITIES
COMMANDER SHALL (US: WITH RESPECT TO DIRECT HIRE EMPLOYEES
WHO ARE PHILIPPINE CITIZENS) EFFECT KUS: THE FOLLOWING)
PAYROLL DEDUCTIONS (RP: REQUIRED BY PHILIPPINE LAWS, RULES,
AND REGULATIONS, INCLUDING) INCOME TAX; SOCIAL SECURITY
SYSTEM PREMIUMS; PAYMENTS FOR HOUSING, SALRAY, AND/OR EDUCA-
TIONAL LOANS; (RP: AGENCY FEES, AND OTHER MANDATORY ASSESS-
MENTS UNDER THE PHILIPPINE LABOR CODE). (RP: ALL DIRECT
HIRE FILIPINO EMPLOYEES IN THE FACILITIES, WHETHER PAID FROM
APPROPRIATED OR NONAPPROPRIATED FUNDS, SHALL BE COVERED
BY RATES UNDER THE U.S. FEDERAL EMPLOYEES' COMPENSATION
ACT, AS AMENDED.) EXCEPT FOR UNION DUES (RP: AGENCY FEES,
AND OTHER MANDATORY UNION ASSESSMENTS), WHICH SHALL
BE REMITTED DIRECTLY TO THE RECOGNIZED COLLECTIVE BARGAINING
ORGANIZATION, SUCH DEDUCTIONS WILL BE REMITTED TO THE APPRO-
PRIATE PHILIPPINE GOVERNMENT AGENCY. (US: ANY OTHER
DEDUCTIONS PROVIDED FOR IN PHILIPPINE LAWS, RULES AND REGU-
LATIONS MAY BE EFFECTED WHEN AGREED UPON BY BOTH PARTIES
TO THIS AGREEMENT.)

7. REGULAR MID-YEAR BONUS. - (US: ARTICLE V, BLA GOVERNS
IN THE MATTER OF MID-YEAR BONUS.) (RP: IN VIEW OF THE
CONCERN OF BOTH GOVERNMENTS FOR THE GENERAL WELFARE OF THE
EMPLOYEES IN THE FACILITIES, THE UNITED STATES GOVERNMENT

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SHALL IN ADDITION TO OTHER BONUSES OR SIMILAR BENEFITS PRO-
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VIDED FOR IN COLLECTIVE AGREEMENTS PAY EACH PHILIPPINE
CITIZEN UNDER ITS EMPLOY A MID-YEAR BONUS EQUIVALENT TO AT
LEAST ONE-MONTH PAY ON THE FIFTEENTH DAY OF MAY OF EACH
YEAR. THOSE EMPLOYED FOR LESS THAN ONE YEAR ON THE DATE
OF PAYMENT SHALL BE PAID A PRORATA SHARE FOR EACH FULL
MONTH OF EMPLOYMENT.)

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NSAE-00 L-03 OMB-01 TRSE-00 NSCE-00 LAB-04 SIL-01

/052 W
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R 130640Z AUG 76
FM AMEMBASSY MANILA
TO SECSTATE WASHDC 8862
INFO SECDEF WASHDC
JCS WASHDC
CINCPAC
CINCPACAF
CINCPACFLT
CINCPACREPPHIL SUBIC
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FROM USDEL 204

8. DETERMINING WAGES AND COMPENSATION. - (US: CONDI-
TIONS OF EMPLOYMENT AS THEY RELATE TO WAGES AND COMPENSA-
TION SHALL BE DETERMINED IN THE MANNER DESCRIBED IN
ARTICLE I, PARAGRAPH 1, BLA, AND AGREED MINUTES THERETO.)

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(RP: THE FACILITIES AND THE RECOGNIZED COLLECTIVE BARGAINING UNION SHALL JOINTLY FIX WAGES, FRINGE BENEFITS AND OTHER COMPENSATION THROUGH PERIODIC TECHNICAL SURVEYS OF PREVAILING STANDARDS AND PRACTICES OF REPRESENTATIVE PROGRESSIVE EMPLOYERS. JOINTLY, THEY SHALL SELECT THE COMPANIES TO BE SURVEYED; DETERMINE THE METHODOLOGY OF THE SURVEY; AND REVIEW AND TRANSLATE THE SURVEY RESULTS INTO NEW WAGE SCALES, FRINGE BENEFITS, AND OTHER COMPENSATION.)

9. RESOLUTION OF DISPUTES.

A. DISPUTES ARISING FROM OR AFFECTING EMPLOYER-EMPLOYEE RELATIONS IN THE FACILITIES WHICH ARE NOT SETTLED

AT A LOWER LEVEL SHALL BE REFERRED TO THE PHILIPPINE BASE COMMANDER AND THE US FACILITIES COMMANDER FOR JUST, SPEEDY, FINAL, AND BINDING JOINT RESOLUTION. IF NO RESOLUTION IS REACHED WITHIN 20 WORKING DAYS, THE TWO COMMANDERS SHALL REFER THE CASE TO THE JOINT COMMITTEE (US: ESTABLISHED UNDER THE PROVISIONS OF ARTICLE II OF THE BLA) FOR FINAL DECISION OR DISPOSITION.

B. ORDINARY GRIEVANCES, DISCIPLINARY ACTIONS IMPOSING A PENALTY OF LESS THAN FIVE (5) WORKDAYS SUSPENSION, AND MATTERS FOR TECHNICAL REVIEW WHEN SEPARATION OF THE EMPLOYEE IS NOT INVOLVED IN THE ISSUE SHALL BE RESOLVED IN ACCORDANCE WITH THE COLLECTIVE BARGAINING AGREEMENTS IN EFFECT AT THE TIME THE DISPUTE ARISES, RATHER THAN IN ACCORDANCE WITH PARAGRAPH A, ABOVE.

C. (US: DISAGREEMENTS REGARDING THE INTERPRETATION OF TECHNICAL SURVEY FINDINGS ON WAGES AND FRINGE BENEFITS WILL BE RESOLVED IN ACCORDANCE WITH THE BLA, RATHER THAN IN ACCORDANCE WITH PARAGRAPH A ABOVE.)

D. (US: THE PROCEDURES DISCUSSED IN PARAGRAPHS A, B, AND C ABOVE CONSTITUTE THE SOLE RECOURSE IN EMPLOYER-EMPLOYEE DISPUTES.)

10. ORGANIZATION FOR COLLECTIVE BARGAINING. - (US: PROVISIONS OF BLA AND AGREED MINUTES THERETO, APPLY. COLLECTIVE BARGAINING ORGANIZATIONS RECOGNIZED UNDER ARTICLE II OF THE BASE LABOR AGREEMENT WILL BE ORGANIZED AND WILL OPERATE IN COMPLIANCE WITH PHILIPPINE STANDARDS. SUCH ORGANIZATIONS RECOGNIZED AT THE TIME THIS AGREEMENT ENTERS INTO FORCE WILL BE PERMITTED ONE YEAR IN WHICH TO ATTAIN SUCH FULL COMPLIANCE.) (RP: FILIPINO EMPLOYEES IN THE FACILITIES SHALL HAVE THE RIGHT TO SELF ORGANIZATION AND TO FREE COLLECTIVE BARGAINING. THE RIGHT TO SELF-ORGANIZATION AND REPRESENTAT-

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TION IN THE FACILITIES SHALL BE GOVERNED BY THE LABOR CODE OF THE PHILIPPINES.)

11. NON REDUCTION OF BENEFITS. - (RP: NOTHING HEREIN SHALL PREVENT THE EMPLOYER AND HIS EMPLOYEES FROM ENTERING INTO ANY AGREEMENT WITH TERMS MORE FAVORABLE TO THE CONFIDENTIAL

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EMPLOYEES THAN THOSE PROVIDED HEREIN, OR BE CONSTRUED TO SANCTION THE DIMINUTION IN ANY WAY OF ANY BENEFIT GRANTED TO THE IMPLOYEES OF THE FACILITIES UNDER EXISTING COLLECTIVE AGREEMENTS, VOLUNTARY EMPLOYER PRACTICE, AND PHILIPPINE LAWS.) (US: ARTICLE VI, PARAGRAPH 2, BLA AND AGREED MINUTES THERETO, APPLY.)

12. NON-DISCRIMINATION. - (US: ARTICLE I, PARA 2, BLA, AND AGREED MINUTES APPLY.) (RP: THE PARTIES TO THIS AGREEMENT RECOGNIZE THE RIGHT OF EVERY INDIVIDUAL AGAINST ANY FORM OF DISCRIMINATION IN EMPLOYMENT PARTICULARLY WITH RESPECT TO HIS COMPENSATION, TERMS AND CONDITIONS OR PRIVILEGES OF EMPLOYMENT ON THE BASIS OF RACE, COLOR, REGIGION, AGE, SEX, CITIZENSHIP, NATIONAL ORIGIN, SOURCES OF FUNDS USED OR OTHER STATUS.)

13. CONTRACTING OUT. - (US: THE PROVISIONS OF ARTICLE I, PARAGRAPH 6, AND ARTICLE IV, PARAGRAPH 1, BLA, PLUS THE AGREED MINUTES THERETO, GOVERN THE MATTER OF CONTRACTING OUT.) (RP: THE FACILITIES SHALL MAKE PROVISIONS IN THE CONTRACTS OR CONCESSION AGREEMENTS TO ENABLE CONTRACTORS AND CONCESSIONARIES TO COMPLY WITH THE PREVAILING STANDARDS AND PRACTICES IN THE FACILITIES AND UNDER PHILIP-PINE LABOR LAWS AND REGULATIONS. THE FACILITIES SHALL ASSIST THE PHILIPPINE DEPARTMENT OF LABOR IN THE ENFORCEMENT OF PHILIPPINE LAWS AND REGULATIONS. THE FACILITIES SHALL SUBMIT ANNUALLY TO THE PHILIPPINE DEPARTMENT OF LABOR A LIST OF CONTRACTORS AND CONCESSIONARIES AND COPIES OF THEIR CONTRACTS AND CONCESSION AGREEMENTS.)

14. COMMITTEE ON LABOR. - (US: THE JOINT COMMITTEE SHALL FUNCTION AS DESCRIBED IN THE BLA. ADDITIONALLY, WHEN SO SPECIFIED IN THIS ARTICLE, THE JOINT COMMITTEE SHALL HAVE THE AUTHORITY TO MAKE FINAL BINDING DECISIONS IN THE MATTER REVIEWED.) (RP: A COMMITTEE ON LABOR COM-POSED OF FOUR REPRESENTATIVES OF EACH GOVERNMENT IS HEREBY CREATED. THE COMMITTEE SHALL DETERMINE ITS OWN PROCEDURES. THE GOVERNMENTS OF THE PHILIPPINES AND OF THE UNITED STATES THROUGH THEIR RESPECTIVE AUTHORIZED AGENCIES OR REPRESEN-TATIVES SHALL, UPON REQUEST OF EITHER PARTY, MAKE AVAILABLE TO THE COMMITTEE ALL PERTINENT MATERIALS, DATA OR INFORMATION, CONFIDENTIAL

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EXCEPT THOSE WHICH ARE CLASSIFIED FOR SECURITY REASONS.)
END QUOTE.

5. NO ACTION REQUESTED. TEXT QUOTED FOR INFORMATION.
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Draft Date: 13 AUG 1976
Decaption Date: 01 JAN 1960
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Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: ellisoob
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
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Disposition History: n/a
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